

Addendum to ERS FY 2000 Performance Plan

Civil Rights Management Initiative 1: Exert dynamic leadership in support of an organizational culture based upon the fundamental values of fairness and respect.

Objective 1.1: Increase the diversity of the ERS workforce.

Objective 1.2: Act decisively to address and resolve conflict.

Objective 1.3: Provide developmental opportunities for ERS staff.

Objective 1.4 Create and sustain a working environment in which differences are respected.

Program Activities: All

Funding:	FY 1998	FY 1999	FY 2000
	Resources for Civil Rights Initiative 1 are reflected throughout the five REE and ERS goals.		
FTEs:	Resources for Civil Rights Initiative 1 are reflected throughout the five REE and ERS goals.		

Performance Goals and Indicators:

1.1 ERS efforts contribute to increasing the diversity of the discipline of agricultural economics and progress is made in increasing the diversity of the 110 Economist series in ERS.

FY 2000

Highly qualified minority candidates are recruited and successfully apply for vacancies in the Economist series.

1.2 ERS employees and managers use a variety of Alternative Dispute Resolution resources to address and resolve workplace disputes.

FY 2000

Early intervention and/or mediation are offered to all EEO complainants.

The REE Cooperative Resolution Program is publicized and recommended to employees and managers as a resource in resolving workplace conflict.

All ERS managers receive training in conflict management.

1.3 ERS staff take advantage of opportunities to increase their skills and contribute to the mission of the agency and a more advanced level.

FY2000

ERS commits funds for long and short-term training.

ERS staff take advantage of developmental opportunities, including details and developmental assignments.

Staff in Career Enhancement positions progress toward target series and grades.

Several staff members participate in the agency's long-term training program.

1.4 The full spectrum of differences evident in the agency's workforce is recognized as central to the success achieving the mission of the agency.

FY2000

Diverse teams complete critical assignments and products.

The Senior Management Team publically acknowledges the value of diverse experience, backgrounds, and viewpoints in the development of high quality research and analysis.

Discussion of Performance Goals: The achievement of ERS Civil Rights Initiative 1 supports the achievement of USDA Management Initiative 1: "Ensure that all customers and employees are treated fairly and equitably, with dignity and respect." ERS cooperates with the Department and with the other REE agencies to achieve USDA civil rights goals. An organizational culture based upon the fundamental values of fairness and respect enhances trust and open communication and leads to increased productivity.

Means and Strategies: This initiative is dependent upon a comprehensive management process designed to foster a working environment in which all employees are supported to reach their full potential in contributing to the success of the agency's mission. Resources necessary to accomplish this initiative are reflected throughout the ERS program of research and analysis.

Verification and Validation: Accomplishment of these goals will be validated by as appropriate by internal and external reports and assessments. Quarterly reports from each of the ERS divisions will document progress toward civil rights performance measures. ERS reports to the USDA Office of Civil Rights will provide data for assessing the agency's progress.

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